

Administrative/Support Wage Scale - Effective 4/1/2014

Administrative Positions	/ Part-time	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Administrative Assistant to the Township Administrator	Full-time	\$ 16.07	\$ 16.39	\$ 16.72	\$ 17.05	\$ 17.39	\$ 17.74	\$ 18.01	\$ 18.28	\$ 18.55	\$ 18.83	\$ 19.11	\$ 19.40	\$ 19.69	\$ 19.99	\$ 20.29	\$ 20.59	\$ 20.90	\$ 21.21
Administrative Assistant to the Police Chief	Full-time	\$ 15.00	\$ 15.30	\$ 15.61	\$ 15.92	\$ 16.24	\$ 16.56	\$ 16.81	\$ 17.06	\$ 17.32	\$ 17.58	\$ 17.84	\$ 18.11	\$ 18.38	\$ 18.66	\$ 18.94	\$ 19.22	\$ 19.51	\$ 19.80
Receptionist	Full-time	\$ 8.57	\$ 8.74	\$ 8.92	\$ 9.09	\$ 9.28	\$ 9.46	\$ 9.60	\$ 9.75	\$ 9.89	\$ 10.04	\$ 10.19	\$ 10.35	\$ 10.50	\$ 10.66	\$ 10.82	\$ 10.98	\$ 11.15	\$ 11.31
Assistant to the Fiscal Officer	Part-time	\$ 13.93	\$ 14.21	\$ 14.49	\$ 14.78	\$ 15.08	\$ 15.38	\$ 15.61	\$ 15.84	\$ 16.08	\$ 16.32	\$ 16.57	\$ 16.82	\$ 17.07	\$ 17.33	\$ 17.59	\$ 17.85	\$ 18.12	\$ 18.39
Administrative Assistant to the Fire Chief	Part-time	\$ 13.93	\$ 14.21	\$ 14.49	\$ 14.78	\$ 15.08	\$ 15.38	\$ 15.61	\$ 15.84	\$ 16.08	\$ 16.32	\$ 16.57	\$ 16.82	\$ 17.07	\$ 17.33	\$ 17.59	\$ 17.85	\$ 18.12	\$ 18.39
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%

Support Positions	Full-time /	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Zoning Officer	Full-time	\$ 37,507.31	\$ 38,257.46	\$ 38,831.32	\$ 39,413.79	\$ 40,004.99	\$ 40,605.07	\$ 41,214.15	\$ 41,832.36	\$ 42,459.84	\$ 43,096.74	\$ 43,527.71	\$ 43,962.99	\$ 44,402.62	\$ 44,846.64	\$ 45,295.11	\$ 45,748.06	\$ 46,205.54	\$ 46,667.59
		2.0%	2.0%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%

Maintenance and Repair Worker	Full-time	\$ 15.65	\$ 15.96	\$ 16.28	\$ 16.61	\$ 16.94	\$ 17.28	\$ 17.54	\$ 17.80	\$ 18.07	\$ 18.34	\$ 18.61	\$ 18.89	\$ 19.18	\$ 19.46	\$ 19.76	\$ 20.05	\$ 20.35	\$ 20.66
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%

Department Heads	/ Part-time	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Township Administrator	Full-time	\$ 72,496.28	\$ 73,946.21	\$ 75,055.40	\$ 76,181.23	\$ 77,323.95	\$ 78,483.81	\$ 79,661.06	\$ 80,855.98	\$ 82,068.82	\$ 83,299.85	\$ 84,132.85	\$ 84,974.18	\$ 85,823.92	\$ 86,682.16	\$ 87,548.98	\$ 88,424.47	\$ 89,308.72	\$ 90,201.80
Police Chief	Full-time	\$ 69,656.44	\$ 71,049.57	\$ 72,115.31	\$ 73,197.04	\$ 74,295.00	\$ 75,409.42	\$ 76,540.56	\$ 77,688.67	\$ 78,854.00	\$ 80,036.81	\$ 80,837.18	\$ 81,645.55	\$ 82,462.01	\$ 83,286.63	\$ 84,119.49	\$ 84,960.69	\$ 85,810.30	\$ 86,668.40
Fire Chief	Full-time	\$ 69,656.44	\$ 71,049.57	\$ 72,115.31	\$ 73,197.04	\$ 74,295.00	\$ 75,409.42	\$ 76,540.56	\$ 77,688.67	\$ 78,854.00	\$ 80,036.81	\$ 80,837.18	\$ 81,645.55	\$ 82,462.01	\$ 83,286.63	\$ 84,119.49	\$ 84,960.69	\$ 85,810.30	\$ 86,668.40
Director of Roads and Services	Full-time	\$ 63,065.87	\$ 64,327.19	\$ 65,292.10	\$ 66,271.48	\$ 67,265.55	\$ 68,274.53	\$ 69,298.65	\$ 70,338.13	\$ 71,393.20	\$ 72,464.10	\$ 73,188.74	\$ 73,920.63	\$ 74,659.83	\$ 75,406.43	\$ 76,160.50	\$ 76,922.10	\$ 77,691.32	\$ 78,468.24
Director of Information Technology	Full-time	\$ 54,921.42	\$ 56,019.85	\$ 56,860.15	\$ 57,713.05	\$ 58,578.74	\$ 59,457.43	\$ 60,349.29	\$ 61,254.53	\$ 62,173.34	\$ 63,105.94	\$ 63,737.00	\$ 64,374.37	\$ 65,018.12	\$ 65,668.30	\$ 66,324.98	\$ 66,988.23	\$ 67,658.11	\$ 68,334.69
Director of Zoning and Planning	Full-time	\$ 46,080.41	\$ 47,002.02	\$ 47,707.05	\$ 48,422.65	\$ 49,148.99	\$ 49,886.23	\$ 50,634.52	\$ 51,394.04	\$ 52,164.95	\$ 52,947.43	\$ 53,476.90	\$ 54,011.67	\$ 54,551.78	\$ 55,097.30	\$ 55,648.28	\$ 56,204.76	\$ 56,766.81	\$ 57,334.47
Assistant Police Chief	Full-time	\$ 62,690.79	\$ 63,944.61	\$ 64,903.77	\$ 65,877.33	\$ 66,865.49	\$ 67,868.47	\$ 68,886.50	\$ 69,919.80	\$ 70,968.60	\$ 72,033.12	\$ 72,753.46	\$ 73,480.99	\$ 74,215.80	\$ 74,957.96	\$ 75,707.54	\$ 76,464.61	\$ 77,229.26	\$ 78,001.55
Assistant Fire Chief	Full-time	\$ 62,690.79	\$ 63,944.61	\$ 64,903.77	\$ 65,877.33	\$ 66,865.49	\$ 67,868.47	\$ 68,886.50	\$ 69,919.80	\$ 70,968.60	\$ 72,033.12	\$ 72,753.46	\$ 73,480.99	\$ 74,215.80	\$ 74,957.96	\$ 75,707.54	\$ 76,464.61	\$ 77,229.26	\$ 78,001.55
		2.0%	2.0%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%

The Board of Trustees have approved this wage scale to create structured levels for compensation based on performance and service. This scale does not reflect or infer automatic or yearly increases. Pay Grades are not in relationship to the number of years of service by the employee and awarded on service and merit of performance.

The direct supervisor shall conduct a performance evaluation for each employee each year on or near the anniversary date of the employee in his/her current position.

The Department Head shall submit to the Township Administrator a Pay Grade Status Recommendation for each non-bargaining unit employee no later than the last business day of January each year.

The Township Administrator shall either concur or not concur with the recommendations of the Department Head and submit the completed recommendations, along with his/her comments, to the Board of Trustees no later than the last business day of February each year.

The Board of Trustees will consider the Pay Grade Status Recommendations for approval no later than their second meeting in March, for an effective date of the first full pay period in April of each year.

All employees, including those at the top of their scale, may be eligible for bonuses or wage adjustments depending on performance, budget constraints and current level of the cost of living for the region.

All changes in compensation, bonuses or wage adjustments shall be considered by the Board of Trustees on a case-by-case basis.

New employees hired prior to December 1st of any year may be entitled to a wage adjustment upon successful completion of their probationary period.

The wage scale will be reviewed annually and incorporated in the annual reorganization and appointments resolution in December.

Fire Department Non-Contractual Wage Scale (part-time personnel) - Effective 4/1/2014

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Asst. Chief	\$ 14.95	\$ 15.32	\$ 15.71	\$ 16.10	\$ 16.50	\$ 16.91	\$ 17.34	\$ 17.77	\$ 18.13	\$ 18.49	\$ 18.86	\$ 19.24	\$ 19.62	\$ 20.01	\$ 20.41	\$ 20.82	\$ 21.24	\$ 21.66
Captain-Paramedic	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.02	\$ 15.40	\$ 15.78	\$ 16.18	\$ 16.58	\$ 16.91	\$ 17.25	\$ 17.60	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.05	\$ 19.43	\$ 19.82	\$ 20.21
Captain-EMT	\$ 13.39	\$ 13.72	\$ 14.07	\$ 14.42	\$ 14.78	\$ 15.15	\$ 15.53	\$ 15.92	\$ 16.23	\$ 16.56	\$ 16.89	\$ 17.23	\$ 17.57	\$ 17.92	\$ 18.28	\$ 18.65	\$ 19.02	\$ 19.40
Fire Marshall Part Time	\$ 13.39	\$ 13.72	\$ 14.07	\$ 14.42	\$ 14.78	\$ 15.15	\$ 15.53	\$ 15.92	\$ 16.23	\$ 16.56	\$ 16.89	\$ 17.23	\$ 17.57	\$ 17.92	\$ 18.28	\$ 18.65	\$ 19.02	\$ 19.40
Lieutenant-Paramedic	\$ 12.39	\$ 12.70	\$ 13.02	\$ 13.34	\$ 13.68	\$ 14.02	\$ 14.37	\$ 14.73	\$ 15.02	\$ 15.32	\$ 15.63	\$ 15.94	\$ 16.26	\$ 16.59	\$ 16.92	\$ 17.26	\$ 17.60	\$ 17.95
Lieutenant-EMT	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.49	\$ 14.78	\$ 15.07	\$ 15.38	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.98	\$ 17.32
FF2/Paramedic	\$ 10.65	\$ 10.92	\$ 11.19	\$ 11.47	\$ 11.76	\$ 12.05	\$ 12.35	\$ 12.66	\$ 12.91	\$ 13.17	\$ 13.43	\$ 13.70	\$ 13.98	\$ 14.26	\$ 14.54	\$ 14.83	\$ 15.13	\$ 15.43
FF1/Paramedic	\$ 10.45	\$ 10.71	\$ 10.98	\$ 11.25	\$ 11.53	\$ 11.82	\$ 12.12	\$ 12.42	\$ 12.67	\$ 12.92	\$ 13.18	\$ 13.45	\$ 13.71	\$ 13.99	\$ 14.27	\$ 14.55	\$ 14.85	\$ 15.14
FF2/EMT/Imt.	\$ 9.65	\$ 9.89	\$ 10.14	\$ 10.39	\$ 10.65	\$ 10.92	\$ 11.19	\$ 11.47	\$ 11.70	\$ 11.93	\$ 12.17	\$ 12.42	\$ 12.66	\$ 12.92	\$ 13.18	\$ 13.44	\$ 13.71	\$ 13.98
FF1/EMT/Imt.	\$ 9.45	\$ 9.69	\$ 9.93	\$ 10.18	\$ 10.43	\$ 10.69	\$ 10.96	\$ 11.23	\$ 11.46	\$ 11.69	\$ 11.92	\$ 12.16	\$ 12.40	\$ 12.65	\$ 12.90	\$ 13.16	\$ 13.42	\$ 13.69
FF2/EMT	\$ 9.05	\$ 9.28	\$ 9.51	\$ 9.75	\$ 9.99	\$ 10.24	\$ 10.50	\$ 10.76	\$ 10.97	\$ 11.19	\$ 11.42	\$ 11.64	\$ 11.88	\$ 12.11	\$ 12.36	\$ 12.60	\$ 12.86	\$ 13.11
FF1/EMT	\$ 8.85	\$ 9.07	\$ 9.30	\$ 9.53	\$ 9.77	\$ 10.01	\$ 10.26	\$ 10.52	\$ 10.73	\$ 10.94	\$ 11.16	\$ 11.39	\$ 11.61	\$ 11.85	\$ 12.08	\$ 12.33	\$ 12.57	\$ 12.82
Secretary/Records/Data	\$ 10.00	\$ 10.25	\$ 10.51	\$ 10.77	\$ 11.04	\$ 11.31	\$ 11.60	\$ 11.89	\$ 12.12	\$ 12.37	\$ 12.61	\$ 12.87	\$ 13.12	\$ 13.39	\$ 13.65	\$ 13.93	\$ 14.21	\$ 14.49
Percentages:		2.5%	2.0%															

Bonus rate is available for Certified Inspector/Instructor, who meet Active Status

- Certified Inspector = Bonus Rate \$0.30 per hour, payable the first full pay period in December of each year.
- Instructor = Bonus Rate \$0.30 per hour, payable the first full pay period in December of each year.
- Both Certified Inspector / Instructor = Bonus Rate \$0.60 per hour, payable the first full pay period in December of each year.

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Police Department Non-contractual Wage Scale - Effective 4/1/2014

Grade	FT/PT	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Sargeant	Part-time	\$ 20.20	\$ 20.55	\$ 20.91	\$ 21.28	\$ 21.65	\$ 22.03	\$ 22.42	\$ 22.81	\$ 23.21	\$ 23.61	\$ 24.03	\$ 24.45	\$ 24.88	\$ 25.31	\$ 25.75	\$ 26.20	\$ 26.66	\$ 27.13
Police Officer	Part-time	\$ 14.94	\$ 15.20	\$ 15.47	\$ 15.74	\$ 16.01	\$ 16.29	\$ 16.58	\$ 16.87	\$ 17.16	\$ 17.46	\$ 17.77	\$ 18.08	\$ 18.40	\$ 18.72	\$ 19.05	\$ 19.38	\$ 19.72	\$ 20.06
		1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%

Grade	FT/PT	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Records Clerk	Part-time	\$ 11.50	\$ 11.70	\$ 11.91	\$ 12.11	\$ 12.33	\$ 12.54	\$ 12.76	\$ 12.98	\$ 13.21	\$ 13.44	\$ 13.68	\$ 13.92	\$ 14.16	\$ 14.41	\$ 14.66	\$ 14.92	\$ 15.18	\$ 15.44
		1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%

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Roads and Services Department Wage Scale - Effective 4/1/2014

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
Service Supervisor	\$ 18.90	\$ 19.28	\$ 19.67	\$ 20.06	\$ 20.46	\$ 20.87	\$ 21.29	\$ 21.71	\$ 22.15	\$ 22.59	\$ 23.04	\$ 23.39	\$ 23.74	\$ 24.09	\$ 24.45	\$ 24.82	\$ 25.19	\$ 25.57	\$ 25.95
Service Worker III	\$ 17.33	\$ 17.68	\$ 18.03	\$ 18.39	\$ 18.76	\$ 19.13	\$ 19.52	\$ 19.91	\$ 20.31	\$ 20.71	\$ 21.12	\$ 21.44	\$ 21.76	\$ 22.08	\$ 22.42	\$ 22.76	\$ 23.10	\$ 23.44	\$ 23.80
Service Worker II	\$ 13.97	\$ 14.25	\$ 14.53	\$ 14.82	\$ 15.12	\$ 15.42	\$ 15.73	\$ 16.05	\$ 16.37	\$ 16.69	\$ 17.03	\$ 17.28	\$ 17.54	\$ 17.81	\$ 18.07	\$ 18.34	\$ 18.62	\$ 18.90	\$ 19.18
Service Worker I	\$ 13.13	\$ 13.39	\$ 13.66	\$ 13.93	\$ 14.21	\$ 14.49	\$ 14.78	\$ 15.08	\$ 15.38	\$ 15.69	\$ 16.00	\$ 16.24	\$ 16.49	\$ 16.74	\$ 16.99	\$ 17.24	\$ 17.50	\$ 17.77	\$ 18.03
Temporary Part-time Service Worker	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	2.5%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%

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Temporary Part-time Employees are hired bi-annually and the rate is set at the time of appointment.